

*Gender Sensitization Committee
Against Sexual Harassment
(GSCASH)*



Shri Mata Vaishno Devi University

Annual Report 2010- 2011

April 2010 –April 2011

Table of Contents

Acknowledgement

GSCASH: First Year of Sensitization and Commitment

I. Gender Sensitization Programmes

- a. Public Meeting
- b. Preparation and Distribution of Hand-Out for Gender Sensitization
- c. Talks Delivered
- d. Poster/Painting Competition
- e. Women's Day Celebration

II. Number of Complaints filed in GSCASH during 2010-2011

III. Formal Enquiry and Redressal of Complaints

Acknowledgement

I'm beholden to the Hon'ble Vice Chancellor, Prof. R.N.K. Bamezai for entrusting me the task of being the First Chairperson of Gender Sensitization Committee Against Sexual Harassment of Shri Mata Vaishno Devi University. Prof. Bamezai's go ahead encouragement has been the guiding spirit in the constitution of GSCASH which evolved during Women's Day celebration in the University in the year 2010.

I am also grateful to the SMVDU community for their trust, cooperation, and assistance extended to me in discharging the responsibilities in GSCASH as Chairperson. The success and efficiency of the functioning of GSCASH is mainly due to the commitment and accountability shown by GSCASH members themselves and the team work, cooperation and initiative that all members provided for various GSCASH responsibilities. It is a pleasure to thank all the GSCASH members who took time out of their busy schedule for GSCASH activities

I would like to extend my deep gratitude to Prof. Deepshikha Kotwal from the University of Jammu and Mrs. Bulbul Das Senior advocate, Supreme Court of India and a member of National Commission for Women for sparing their valuable time for gender sensitization programmes in our University. My special thanks are to Dr. Vidhushi Kapahi, Deputy Medical Superintendent of the University for her Support in Women's Day Celebration this year.

My sincere thanks are to the students of the university in general and of the students of M.A English in particular who were readily available for organising the programmes throughout the year.

(Vandhana Sharma)

GSCASH: First Year of Sensitization and Commitment in SMVDU

Gender Sensitization Committee Against Sexual harassment (GSCASH) has evolved in the present times as a full-fledged institution for imparting gender sensitization and justice to prevent sexual harassment and gender discrimination in the campus.

Following the guidelines on the prevention and deterrence of sexual harassment in the workplace laid down by the Supreme Court of India in its 13 August 1997 judgment on the Writ Petition (Criminal) of Vishaka vs State of Rajasthan, the Vice-Chancellor of Shri Mata Vaishno Devi University, Prof. R.N.K Bamezai assigned the task of formulating the mandate of the GSCASH of Shri Mata Vaishno Devi University based on Jawahar Lal University, New Delhi model to Dr. Vandhana Sharma in March 2010. On the International Women's Day, the first draft of the mandate was submitted to the Hon'ble Vice Chancellor when the university also observed Women's Day Celebration in the campus for the first time. The celebration was not only about celebrating womanhood but also promoting gender sensitivity amongst all sections of the whole SMVDU community through number of thought provoking events like staging a Play, Tara, a skit, a mime and songs.

The draft of GSCASH was approved and ratified in the Academic Council and the Executive Council of the University and the Gender Sensitization Committee Against Sexual Harassment (GSCASH) was set up vide a Shri Mata Vaishno Devi University notification dated 16 April 2001 with the following members:

1. Dr. Vandhana Sharma (Chairperson)
2. Ar. Arshia khajuria (Faculty representative from women)
3. Dr. Suparn Sharma (Faculty representative)
4. Ms. Tripti Saitu (woman officer)
5. Ms. Shafila Parihar (representative of woman staff)
6. Ms. Sonika Gupta (Warden representative)
7. Mr. saurabh Srivastava (Warden representative)
8. Ms. Madhu Bala (Student representative)
9. Mr. Sunny Gupta, (Student representative)
10. Dr. Renu Nanda (eminent women academician from outside the university)
11. Prof. Rita Munshi (member of NGO from outside university)

The GSCASH has three major functions:

1. Gender Sensitization and Orientation,
2. Crisis Management and Mediation

3. Formal Enquiry and Redressal of Complaints.

I. Gender Sensitization Programmes

Sensitization and Orientation has been the raison d'être of GSCASH in its first year so as to evolve GSACSH into a full-fledged and active institution, which has the potential to address matters pertaining to gender insensitivity, prevention, prohibition and redressal of sexual harassment issues positively; and help to cultivate an environment free of hostility, gender discrimination and inequality in Shri Mata Vaishno Devi University. Following programmes were organised by GSCASH in the year:

a. Public Meetings

Student representatives organized public meetings in various hostels in the Campus to debate issues pertaining to sexual harassment and gender sensitivity in the presence of the Chairperson, Dr. Vandhana Sharma.

b. Preparation and Distribution of Hand-Outs for Gender Sensitization

GSCASH prepared two hand-outs for sensitizing students and other sections of the SMVDU community regarding GSCASH and its activities. The hand-outs were put up on the notice boards of all colleges and were distributed in various Schools and hostels.

c. Talks Delivered

S.No.	Resource person	Topic of the Talk
1.	Prof. Deepshikha Kotwal Department of English University of Jammu	Understanding Gender
2.	Mrs. Bulbul Das Senior Advocate Supreme Court of India & Member, National Commission for Women	Women and Law

d. Poster Competition for Students

GSCASH conducted poster competition for students in the month of March 2011. The themes were the following:

1. For poster competition 'Equal Access to education, training and Science and technology: Pathway to decent work for women'.

e. Women's Day Celebration

International Women's Day was observed in the University with a thought provoking programme presented by students and the Gender Sensitization Committee Against Sexual harassment of the University. In tune with the global United Nation themes used for International Women's Day - 2011: **Equal access to education, training and science and technology: Pathway to decent work for women** the Gender Sensitization Committee against Sexual harassment, organised sensitization and counselling sessions for women in the vicinity of the campus as part of social responsibility. The chairperson of the committee, Dr. Vandhana Sharma along with the member of the committee Ar. Arshia Khajooria and Deputy medical superintendent of University, Dr. Vidushi Kapahi visited the adjoining villages and brought awareness among under privileged women on issues related to their social and physical being. Later in the evening, all schools and colleges of the university assembled in the central lawns to celebrate the 100th International Women's Day. The Vice Chancellor, Prof. R.N.K Bamezai was Chief Guest on the occasion and greeted everyone on this occasion of international importance and appreciated the posters displayed by students on the theme of the Day. The Registrar, Ms. Roop Avtar Kaur and all Deans and Directors were also present on the occasion.

II. No. Of Complaints filed in GSCASH during 2010-2011

Month	Nature of Complaint	Formal Enquiry and Redressal	Status
April 2011	Female Students against class mates for posting offensive material on Facebook	Counselling of defendant and warning letter issued	Completed
April 2011	Female student against a class mate for posting offensive material on Facebook.	Counselling of defendant and warning letter issued	Completed
April 2011	Female student against a class mate for spreading rumours against the complainant.	Counselling of defendant and warning letter issued	Completed
September 2011	Female Students against class mates for posting offensive material on the Facebook	Counselling of defendant and warning letter issued	Completed

III. Formal Enquiry and Redressal of Complaints

Following are the nature of allegations found in various complaints filed in GSCASH during 2010-2011:
spreading rumours, using slang language, attempts of character assassination, cyber sexual harassment especially abusive remarks written on social networking site like Facebook account.

From many depositions it could be understood that sexual harassment is a result of patriarchal mentality of the perpetrator and the perception that girls or women are sexual objects. During depositions of many cases, the accused mostly try to portray the girls as silly, as making conspiracy against good people out of frustration and in some cases the accused also have resorted to maligning and doing slander campaign against complainant.

Since all the complaints received in 2010-2011 reflected gender insensitivity of students (male), the students were counselled during enquiry and were issued a warning letter to be careful about their conduct in future.



Hon'ble VC, Prof. Bamezai appreciating the posters made by students on Women's Day.



Chairperson, GSCASH, Dr. Vandhana Sharma with Dy. Medical Officer, Dr. Vidhushi Kapahi and Ar. Arshai Khajuria distributing medicines to women of village Sira and Sool.



Prof. Deepshikha Kotwal delivering First Lecture in SMVDU.